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The College Placement Council
62 Highland Avenue / Bethlehem, PA 18017

CPC Salary Survey

A study of 1987-1988 beginning offers / March 1988

The college recruiting picture for 1987-88 continues to look bright, if average salary offers are an indication. Most of the disciplines that reported salary increases in January posted even further gains as of March.

Salary offers for accounting graduates took another jump to an average of $1,975 monthly—now 9 percent higher than last July. The dollar average for graduates in marketing and distribution rose 2.7 percent since July, to $1,742 a month. In the recently added categories of banking/finance and human resources, salary offers were about the same as last report. Banking/finance graduates averaged $1,816 monthly, while human resource graduates averaged $1,601.

In January, petroleum engineers made a comeback in terms of salary. This trend continued into March, with the monthly dollar average rising to $2,820, a 9.8 percent gain since July. This boost is coupled with a significant turnaround in the number of job offers to petroleum engineers—up 36 percent compared with last year at this time.

Mechanical, electrical, and chemical engineers also experienced increases in salary offers. The monthly average for mechanical engineers went up 3.8 percent since July to $2,449, while the average for electrical engineers climbed 1.4 percent to $2,443 a month. Chemical engineers rose to $2,564—a 3.1 percent increase over July's figure.

The allied health field is holding steady. Dollar offers ranged from $1,620 to $2,500 a month, with an average of $2,055. Salary offers for nurses fell slightly since January. In this latest report, they ranged from $1,583 to $2,364 and averaged $1,967 a month.

Computer science graduates garnered slightly higher dollar offers than last July for a monthly average of $2,223. However, the number of job offers extended to this group decreased 2 percent since last year at this time. Salary offers for computer programmers ranged from $1,672 to $2,541 and averaged $2,162 monthly, a little higher than in July.

Of all job offers made to bachelor's-degree holders, 53 percent went to nontechnical graduates while 47 percent were extended to technical graduates. Public accounting employers made the most offers to nontechnical graduates (45 percent). Their average salary offer to these graduates was $2,002 a month. The aerospace industry continued to provide the greatest concentration of job offers to technical graduates (16.5 percent), at an average monthly pay of $2,440.

The outlook for MBA graduates is still optimistic. Only inexperienced MBA candidates with nontechnical undergraduate degrees encountered a drop in salary offers—4.4 percent since last July to $2,540 a month. On the brighter side, MBA graduates with work experience received higher salary offers. Inexperienced MBA graduates with technical undergraduate degrees reaped 8.4 percent higher dollar averages compared with last July. Graduates with experience in the technical field were offered substantially higher salaries as well. The greatest concentration of salary offers to MBA's came from public accounting employers.

The CPC *Salary Survey* March report covers the period from September 1, 1987, to March 7, 1988. The data include offers extended to students graduating between September 1, 1987, and August 31, 1988. There are 186 placement offices at 153 colleges and universities participating in the *Salary Survey*. Additional copies of the report are available to CPC members and subscribers for $1.50 each.

Dawn Gulick
Statistical Services Specialist

SCOPE AND NATURE OF THE SURVEY

The scope, nature, and coverage of the CPC *Salary Survey* are particularly important to the interpretation and proper use of the statistics.

The study surveys a fairly consistent population which includes 186 placement offices at 153 colleges and universities throughout the United States. Offers are reported from employing organizations in business, industry, government, and nonprofit and educational organizations. The offers are base starting salary offers and do not include fringe benefits or overtime. The data cover a broad range of functional positions, except teaching. Confidentiality is maintained for the individual, the college, and the employer.

The *Survey* reports offers, not acceptances, with no limit on the number of offers per student. Therefore, offers in the study cannot be equated with actual hires, and when the economic climate changes substantially, the ratio of offers to hires usually changes also, making comparison with other years no longer valid. In those categories where offers are relatively few, the data should be regarded only as an indication.

The *Survey* is available only to members and *Salary Survey* subscribers of the College Placement Council and is intended for the professional use of its constituents. Reports are issued in January, March, July and September.

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AVERAGE MONTHLY SALARY OFFERS

Bachelor's Degree Candidates

(Data Combined for Men and Women)

By Curriculum For All Types of Employers	Number of Offers March 1988	Number of Offers March 1987	Average $ Offers March 1988	Average $ Offers July 1987	Percent Change in $ Offers from July 1987	Percentiles 90th	Percentiles 50th	Percentiles 10th
Business								
Accounting	**2,858**	2,644	**$1,975**	$1,812	9.0%	$2,291	$2,000	$1,700
Banking & Finance	**445**	N/A	**1,816**	N/A	N/A	2,167	1,833	1,417
Business Administration	**557**	630	**1,708**	1,701	0.4	2,158	1,666	1,300
Human Resources (incl. Labor/Industrial Relations)	**38**	N/A	**1,601**	N/A	N/A	1,916	1,573	1,233
Institutional Management	**56**	N/A	**1,591**	N/A	N/A	1,833	1,583	1,292
Management Information Systems	**178**	190	**2,072**	1,979	4.7	2,416	2,100	1,583
Marketing & Distribution	**616**	571	**1,742**	1,697	2.7	2,125	1,750	1,299
Humanities & Social Sciences								
Economics[1]	**133**	122	**1,817**	1,970	-7.8	2,208	1,833	1,492
Letters (incl. English, Lit., etc.)	**32**	N/A	**1,659**	N/A	N/A	2,041	1,646	1,250
Humanities - All Other	**76**	N/A	**1,492**	N/A	N/A	1,833	1,500	1,000
Criminal Justice	**28**	N/A	**1,620**	N/A	N/A	2,083	1,605	1,083
History	**10**	N/A	**1,767**	N/A	N/A	*	*	*
Psychology	**66**	N/A	**1,502**	N/A	N/A	2,083	1,500	1,041
Social Sciences - All Other	**103**	N/A	**1,645**	N/A	N/A	2,167	1,542	1,250
Communications								
Advertising	**34**	N/A	**1,492**	N/A	N/A	2,000	1,417	1,166
Communications	**102**	N/A	**1,586**	N/A	N/A	2,042	1,583	1,053
Journalism	**52**	N/A	**1,474**	N/A	N/A	1,917	1,417	1,000
Technical Writing	**6**	N/A	**2,146**	N/A	N/A	*	*	*
Engineering								
Aerospace & Aeronautical	**147**	100	**2,322**	2,343	-0.9	2,575	2,400	1,916
Agricultural	**12**	N/A	**2,254**	N/A	N/A	*	*	*
Biomedical & Bioengineering	**2**	N/A	**2,463**	N/A	N/A	*	*	*
Chemical	**408**	349	**2,564**	2,487	3.1	2,725	2,600	2,366
Civil (incl. Construction, Sanitary, & Transportation Engrg.)	**319**	255	**2,079**	2,037	2.1	2,475	2,070	1,782
Electrical (incl. Computer Engrg.)	**1,547**	1,385	**2,443**	2,410	1.4	2,675	2,500	2,058
Geological	**8**	7	**2,003**	1,973	*	*	*	*
Industrial	**332**	231	**2,354**	2,285	3.0	2,583	2,392	2,000
Mechanical	**944**	800	**2,449**	2,359	3.8	2,667	2,475	2,166
Metallurgical (incl. Metallurgy & Ceramic Engrg.)	**63**	41	**2,419**	2,417	0.1	2,600	2,435	2,250
Mining & Mineral	‡	4	‡	2,240				
Nuclear (incl. Engrg. Physics)	**9**	11	**2,315**	2,379	*	*	*	*
Petroleum	**41**	30	**2,820**	2,568	9.8	2,950	2,833	2,700
Engineering Technology	**73**	107	**2,240**	2,185	2.5	2,600	2,291	1,667
Sciences								
Agricultural Sciences	**73**	64	**1,708**	1,649	3.6	2,233	1,625	1,259
Architectural & Environmental Design	**1**	N/A	**1,300**	N/A	N/A	*	*	*
Biological	**18**	24	**1,760**	1,818	*	*	*	*
Chemistry	**28**	8	**2,059**	2,131	-3.4	2,370	2,096	1,541
Computer Science	**587**	600	**2,223**	2,197	1.2	2,574	2,253	1,833
Mathematics	**87**	86	**2,198**	2,162	1.7	2,500	2,250	1,782
Allied Health Professions	**51**	N/A	**2,055**	N/A	N/A	2,500	2,000	1,620
Nursing	**66**	N/A	**1,967**	N/A	N/A	2,364	1,925	1,583
Pharmacy	**12**	N/A	**2,615**	N/A	N/A	*	*	*
Physics	**9**	N/A	**2,287**	N/A	N/A	*	*	*
Other Physical & Earth Sciences	**10**	N/A	**1,837**	N/A	N/A	*	*	*
Renewable Natural Resources	**4**	N/A	**1,457**	N/A	N/A	*	*	*
	10,241	N/A						

N/A — No historic data available

[1]Includes economics programs with both business and social science orientation

‡No offers reported

*Not computed for fewer than 20 offers

AVERAGE MONTHLY SALARY OFFERS

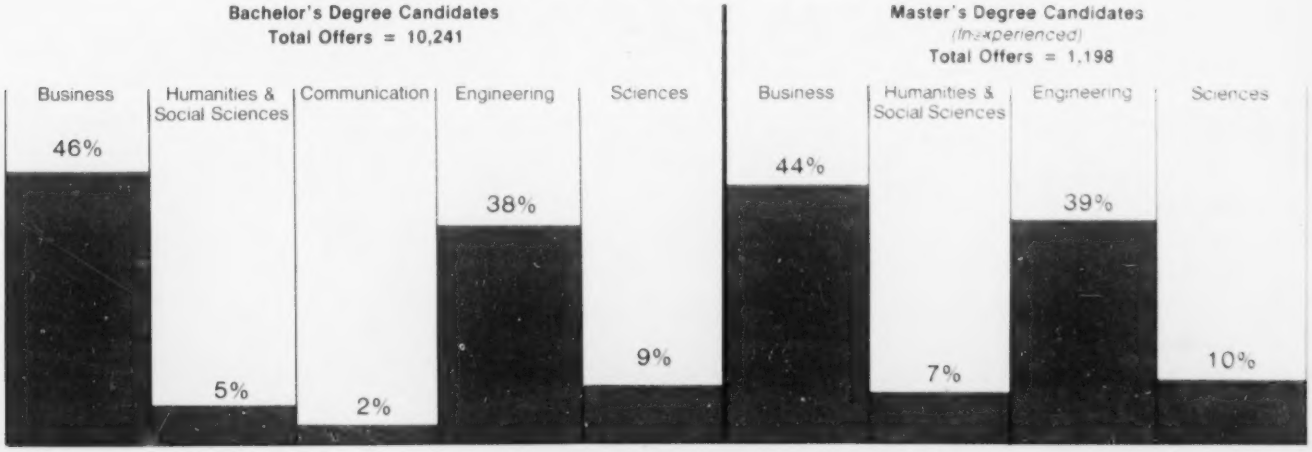
Bachelor's Degree Candidates

(Data Combined for Men and Women)

By Occupational Title For All Types of Employers	Number of Offers March 1988	Number of Offers March 1987	Average $ Offers March 1988	Average $ Offers July 1987	Percent Change in $ Offers from July 1987	Percentiles 90th	Percentiles 50th	Percentiles 10th
Administrative & Management Occupations								
Accountants & Auditors	**2,895**	2,599	**$1,972**	$1,815	8.7%	$2,260	$2,000	$1,680
Banking Occupations	**152**	53	**1,687**	1,889	-10.7	2,083	1,666	1,333
Business Administration	**228**	153	**1,631**	1,652	-1.3	2,083	1,592	1,125
Consultants	**237**	161	**2,228**	2,157	3.3	2,658	2,250	1,917
Financial Analysts	**174**	81	**1,940**	2,215	-12.4	2,458	1,950	1,500
Human Resources	**82**	58	**1,583**	1,555	1.8	2,046	1,548	1,208
Management Trainee	**718**	663	**1,653**	1,666	-0.8	2,166	1,583	1,250
Computer & Mathematical Occupations								
Computer Programmers	**380**	284	**2,162**	2,149	0.6	2,541	2,225	1,672
Computer Scientists (incl. Systems Analysts)	**343**	451	**2,256**	2,243	0.6	2,583	2,260	1,916
Mathematician/Statisticans	**46**	37	**2,237**	2,153	3.9	2,667	2,342	1,750
Marketing & Sales Occupations								
Advertising/Marketing	**265**	207	**1,816**	1,807	0.5	2,458	1,800	1,250
Retail/Wholesale Sales	**319**	214	**1,758**	1,699	3.5	2,167	1,792	1,208
Technical Sales	**110**	126	**1,994**	1,922	3.8	2,500	2,000	1,500
All Other Occupations								
Agriculture & Natural Resource Occupations	**58**	41	**1,680**	1,617	3.9	2,250	1,592	1,250
Communications Occupations	**63**	53	**1,619**	1,512	7.1	2,333	1,500	1 120
Engineers (Engrg. Degree Required)	**3,649**	3,204	**2,418**	2,364	2.3	2,687	2,475	2,000
Health-Related Occupations	**93**	N/A	**2,030**	N/A	N/A	2,791	2,000	1,500
Insurance Occupations	**136**	N/A	**1,755**	N/A	N/A	2,200	1,741	1,450
Law Enforcement Occupations	**18**	N/A	**1,778**	N/A	N/A	*	*	*
Nurses	**59**	N/A	**1,982**	N/A	N/A	2,375	1,932	1,578
Production Occupations	**77**	64	**2,026**	1,917	5.7	2,525	2,000	1,580
Real Estate Occupations	**12**	N/A	**1,879**	N/A	N/A	*	*	*
Researchers—Nonscientific	**6**	1	**1,640**	2,043	*	*	*	*
Researchers—Scientific	**37**	3	**2,223**	2,180	2.0	2,600	2,268	1,958
Social Workers & Recreational Workers	**49**	39	**1,420**	1,302	9.0	1,900	1,416	928
Transportation & Distribution Occupations	**35**	41	**1,824**	1,874	-2.7	2,280	1,833	1,250
	10,241	N/A						

N.A. — No historic data available. ‡ No offers reported.
*Not computed for fewer than 20 offers.

PROPORTION OF OFFERS BY CURRICULAR AREA



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AVERAGE MONTHLY SALARY OFFERS

Master's Candidates—Inexperienced[1]

(Data Combined for Men and Women)

Graduate Program	Number of Offers: March 1988	Number of Offers: March 1987	Average $ Offers: March 1988	Average $ Offers: July 1987	Percent Change in $ Offers from July 1987	Percentiles: 90th	Percentiles: 50th	Percentiles: 10th
Business								
Accounting	194	206	$2,278	$2,163	5.3%	$2,625	$2,250	$1,917
MBA—Nontechnical Undergraduate								
Less than 1 year	202	195	2,540	2,657	-4.4	3,333	2,439	1,935
1 to 2 years[2]	87	61	3,008	2,982	0.9	4,167	2,800	2,083
2 to 4 years[2]	79	62	3,458	3,318	4.2	4,417	3,500	2,417
Over 4 years[2]	72	53	3,509	3,226	8.8	4,587	3,517	2,167
MBA—Technical Undergraduate								
Less than 1 year	61	34	3,093	2,854	8.4	4,333	2,750	2,166
1 to 2 years[2]	25	26	3,369	3,128	7.7	4,042	3,500	2,416
2 to 4 years[2]	38	30	3,782	3,492	8.3	4,583	3,702	2,800
Over 4 years[2]	46	29	4,132	3,574	15.6	5,417	4,021	2,500
MS—Business	31	28	2,431	2,384	2.0	2,800	2,391	2,083
Administration (Public, Hospital, etc.)	6	12	2,341	2,226	*	*	*	*
Banking & Finance	13	N/A	2,692	N/A	N/A	*	*	*
Industrial Mgmt. (incl. Industrial Admin.)	2	11	2,557	2,735	*	*	*	*
Labor/Industrial Relations	7	N/A	2,425	N/A	N/A	*	*	*
Management Information Systems	13	N/A	2,283	N/A	N/A	*	*	*
Humanities & Social Sciences								
Humanities	17	25	1,552	1,887	*	*	*	*
Social Sciences	65	36	1,943	1,833	6.0	2,500	1,917	1,500
Engineering								
Aerospace & Aeronautical	24	N/A	2,886	N/A	N/A	3,200	2,833	2,767
Bioengineering & Biomedical	‡	N/A	‡	N/A	N/A			
Chemical	29	37	2,771	2,813	-1.5	2,983	2,825	2,500
Civil (incl. Construction, Sanitary, & Transportation Engrg.)	39	36	2,406	2,413	-0.3	2,750	2,400	2,148
Electrical (incl. Computer Engrg.)	213	107	2,933	2,957	-0.8	3,275	2,965	2,500
Geological	10	N/A	2,361	N/A	N/A	*	*	*
Industrial	40	20	2,708	2,566	5.5	3,025	2,687	2,333
Mechanical	93	71	2,866	2,835	1.1	3,198	2,830	2,466
Metallurgical (incl. Metallurgy & Ceramic Engrg.)	13	16	2,788	2,702	*	*	*	*
Nuclear	3	7	2,480	2,866	*	*	*	*
Sciences								
Biological	6	N/A	1,709	N/A	N/A	*	*	*
Chemistry	16	7	2,745	2,333	*	*	*	*
Computer Science	76	60	2,829	2,817	0.4	3,250	2,850	2,350
Geology & Related Geological Sciences	12	5	2,458	2,200	*	*	*	*
Mathematics	11	20	2,174	2,329	*	*	*	*
Physics	2	N/A	2,724	N/A	N/A	*	*	*
	1,545	N/A						

[1]One year or less of full-time, nonmilitary employment unless otherwise indicated.
[2]Years of previous full-time, nonmilitary employment.
*Not computed for fewer than 20 offers.
‡ No offers reported.
N/A — No historic data available.

AVERAGE MONTHLY SALARY OFFERS

Doctoral Candidates

(Data Combined for Men and Women)

Graduate Program	Number of Offers March 1988	Number of Offers March 1987	Average $ Offers March 1988	Average $ Offers July 1987	Percent Change in $ Offers from July 1987	Percentiles 90th	Percentiles 50th	Percentiles 10th
Engineering								
Aerospace	3	N/A	$4,195	N/A	N/A	*	*	*
Chemical	40	54	3,692	$3,605	2.4%	$4,083	$3,750	$3,416
Civil (incl. Construction, Sanitary, & Transportation Engrg.)	6	‡	3,321	3,336	*	*	*	*
Electrical (incl. Computer Engrg.)	40	31	4,000	3,965	0.9	4,542	4,133	3,125
Mechanical	25	20	3,721	3,569	4.3	4,267	3,792	3,050
Metallurgical (incl. Metallurgy, Materials Engrg./Science & Ceramics)	19	9	3,704	3,357	*	*	*	*
Sciences								
Biological	3	N/A	1,944	N/A	N/A	*	*	*
Chemistry	31	49	3,091	3,202	-3.5	3,500	3,333	2,500
Computer Science	8	N/A	4,094	N/A	N/A	*	*	*
Mathematics	3	6	3,320	3,328	*	*	*	*
Physics	9	19	3,011	3,345	*	*	*	*
Polymer	10	N/A	3,247	N/A	N/A	*	*	*
	197	N/A						

*Not computed for fewer than 20 offers
‡No offers reported
N/A—No historic data available

1987-88 Participating Placement Offices

ECPO (Eastern)
Bentley College
Boston College
University of Bridgeport
Brown University
Columbia University
University of Connecticut
Cornell University
CUNY-Bernard M. Baruch
CUNY-Baruch College-Arts & Science
CUNY-City College
CUNY-Hunter College
Dartmouth College
University of Maine-Orono
MIT
MIT-Sloan School of Management
University of Massachusetts-Amherst
Mount Holyoke College
NYU-Grad. School of Business
Pace University-New York City
Pace University-Westchester
Polytechnic University
Rensselaer Polytechnic University
University of Rhode Island
University of Rochester
University of Rochester-W.E. Simon Grad. School of Business
SUNY-Buffalo
Syracuse University
Union College
Williams College
Worcester Polytechnic Institute

MAPA (Middle Atlantic)
Bryn Mawr College
Bucknell University
Carnegie-Mellon University
University of Delaware
Fairleigh Dickinson-Teaneck
Georgetown University
George Washington University
Grove City College
Haverford College
Lafayette College
LaSalle University
Lehigh University
Marymount University-Graduate School
New Jersey Institute of Technology
Penn State University
Penn State-Capitol Campus
University of Pennsylvania
University of Pittsburgh
Princeton University
Rutgers University-Camden-Arts & Sciences
Rutgers University-New Brunswick
Villanova University
Virginia State University
West Virginia University

MCPA (Midwestern)
University of Akron
Case Western Reserve University
University of Chicago-Grad. Sch. of Business
Cleveland State University
IIT-Illinois Institute of Technology
University of Illinois-Chicago
University of Illinois-Commerce & Business
University of Illinois-Engrg.
University of Illinois-Chemistry & Chemical Engineering
Indiana University
Iowa State University-Agriculture
Iowa State University-Design
Iowa State University-Engrg.
Iowa State University-Home Economics
Iowa State University-Business, Science & Humanities
Iowa State University-Veterinary Medicine
University of Iowa
University of Iowa-Engrg.
University of Kansas-Arts
University of Kansas-Business
University of Kansas-Engrg.
Michigan State University
Michigan Tech University
University of Michigan-Ann Arbor-Engrg.
University of Michigan-Ann Arbor-Business Administration
University of Michigan-Dearborn
University of Minnesota-Carlson Sch. of Mgmt.
University of Missouri-Columbia-Engrg.
University of Missouri-Rolla
University of Missouri-St. Louis
University of North Dakota
Northwestern University
Northwestern University-Kellogg Grad. Sch. of Business
Ohio State University-Arts & Science
Ohio State University-Business
Ohio State University-Engrg.
Ohio University
Purdue University
Southern Illinois University-Carbondale
Southern Illinois University-Edwardsville
Southwest Missouri State University
University of Toledo
Washington University-Sch. of Business
Wayne State University
University of Wisconsin-Madison-Arts
University of Wisconsin-Madison-Business
University of Wisconsin-Madison-Engrg.
Youngstown State University

RMCPA (Rocky Mountain)
University of Arizona
Brigham Young University
Colorado School of Mines
Colorado State University
University of Colorado
University of Denver
Kansas State University
Montana State University
University of Montana
University of Nebraska-Lincoln
New Mexico State University
University of New Mexico
Northern Arizona University
University of Northern Colorado
South Dakota School of Mines
Utah State University
University of Utah

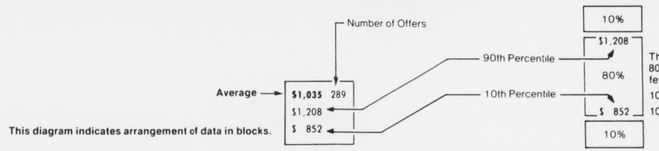
SCPA (Southern)
Alabama A&M University
Auburn University
Augusta College
Clemson University
Duke University
Duke University-Grad. Sch. of Business Administration
University of Florida
Georgia Institute of Technology
University of Georgia
University of Kentucky
Mary Washington College
Memphis State University
Mississippi State
University of Mississippi
North Carolina A&T State University
University of North Carolina-Chapel Hill
University of North Carolina-Greensboro
Rollins College
University of South Florida
University of Tennessee-Knoxville
Tulane University
Vanderbilt University
Vanderbilt University-Owen Grad. School of Management
Virginia Tech & State University
University of Virginia
University of Virginia-Colgate Darden Grad. Sch. of Business
Wake Forest University
Wake Forest University-Babcock Grad. Sch. of Management
College of William & Mary

SWPA (Southwestern)
University of Arkansas-Fayetteville
Baylor University
University of Houston
Lamar University
Louisiana Tech University
North Texas State University
Oklahoma State University
Oklahoma State University-Engrg.
University of Oklahoma
Southern Methodist University
Texas A & I University
Texas A & M University
Texas Tech University
University of Texas-Arlington
University of Texas-Austin-Business Admin.
University of Texas-Austin-Engrg.
University of Texas-El Paso

WCPA (Western)
Arizona State University
California Institute of Technology
California Poly. State University-San Luis Obispo
California State Poly. University-Pomona
California State University-Fresno
California State University-Long Beach
California State University-Sacramento
University of California-Los Angeles
University of Idaho
University of Nevada-Reno
Oregon State University
University of Oregon
Portland State University
San Diego State University
San Jose State University
Santa Clara University
University of Southern California
University of Southern California-Grad. Sch. of Business
Stanford University
Washington State University
University of Washington

Monthly beginning salary offers to all candidates by curriculum and employer

Formal Report No. 2 ■ March 1988 ■ Data combined for men and women



This diagram indicates arrangement of data in blocks.

The 90th and 10th percentiles are those salary offers between which 80 percent of the offers in a category are located. Not computed for fewer than 20 offers.

10 percent of the salary offers are higher than the 90th percentile.

10 percent of the salary offers are lower than the 10th percentile.

BACHELOR'S DEGREE

NON-TECHNICAL

CURRICULUM	BUSINESS & SERVICES: Public Accounting	Advertising	Banking	Computer & Data Processing	Consulting Services	Finance	Hotels & Motels (Hospitality)	Insurance	Merchandising (Retail & Wholesale)	Publishing	Research & Development	Restaurants	Transportation Services	Utilities	Other Business Services
Accounting	$2,002 2385 $2,292 $1,750	$1,331 4	$1,691 27 $2,000 $1,333	$2,500 1	$1,653 3	$1,870 19	$1,695 3	$1,844 10	$1,752 26 $1,958 $1,265		$1,721 2	$1,569 6	$1,882 9	$1,900 18	$1,767 29 $2,125 $1,416
Banking & Finance	$1,984 26 $2,208 $1,675		$1,780 101 $2,083 $1,500	$1,831 9	$1,992 6	$1,716 62 $2,500 $1,250		$1,735 48 $2,083 $1,440	$1,590 32 $1,833 $1,416	$2,125 1	$1,667 1	$1,588 2	$1,869 4	$1,650 1	$1,857 24 $2,125 $1,650
Business Administration & Mgmt.	$1,931 19	$1,333 2	$1,555 27 $2,000 $1,250	$1,755 19	$2,104 6	$1,608 17	$1,446 31 $1,540 $1,424	$1,622 40 $1,833 $1,350	$1,587 135 $1,958 $1,200	$1,578 3	$1,916 8	$1,541 18	$1,768 9	$2,003 5	$1,646 54 $2,000 $1,250
Human Resources (incl. Labor/ Industrial Relations)	$2,917 1		$2,000 2	$1,600 1				$1,703 8	$1,535 6			$1,583 2	$1,250 1		$1,458 4
Institutional Management			$1,666 1				$1,486 11	$1,847 12	$1,345 8			$1,588 11	$1,500 1		$2,058 2
Management Information Systems	$2,147 15		$1,813 4	$2,042 14	$2,102 6	$1,908 4	$1,791 1	$2,019 6	$1,719 9	$1,683 2	$2,300 2	$1,479 2	$1,936 5	$2,138 6	$2,248 9
Marketing & Distribution	$1,790 6	$1,460 4	$1,534 9	$1,696 13	$1,683 4	$1,657 9	$1,508 5	$1,828 30 $2,250 $1,541	$1,636 235 $2,042 $1,250	$1,458 1	$1,775 5	$1,518 10	$1,866 14	$2,584 3	$1,680 58 $2,083 $1,100
Economics'	$1,967 11		$1,713 20 $1,917 $1,450	$1,505 3	$2,074 20 $2,417 $1,917	$2,011 7		$1,727 10	$1,703 17			$1,800 2	$2,083 2	$2,360 1	$1,660 10
Letters (incl. English, Lit., etc.)	$1,666 1	$2,500 1	$1,750 1			$1,667 1	$1,667 1		$1,749 5	$1,250 1		$1,333 1			$1,408 8
Humanities - All Other		$1,225 2	$1,925 4				$1,201 3		$1,600 31 $1,750 $1,416			$1,350 2			$1,401 10
Criminal Justice								$1,741 2	$1,329 5						$2,053 3
History	$2,500 1		$1,833 1						$1,750 1	$1,375 1		$2,083 1	$2,000 1		$1,375 2
Psychology			$1,169 3			$1,250 1	$1,659 2	$1,353 5	$1,592 14						$1,208 4
Social Sciences - All Other		$1,500 1	$1,597 6	$1,720 1	$1,521 2		$1,500 1	$1,612 4	$1,476 16		$1,500 1	$1,250 4	$2,000 1		$1,278 3
Advertising		$1,330 9						$2,000 1	$1,580 7	$1,542 1		$1,236 3	$1,400 1		$1,387 7
Communications		$1,310 5	$1,750 1	$1,594 4	$1,689 3	$1,500 1	$1,271 2	$1,732 6	$1,516 22 $1,791 $1,167	$1,896 2	$1,250 1	$1,687 4	$1,278 3	$1,983 1	$1,582 17
Journalism		$1,314 2	$1,750 1	$1,833 1	$1,625 2		$1,000 1	$1,851 3	$1,294 8	$1,225 2		$1,417 1		$2,580 1	$1,346 17
Technical Writing											$1,167 1				

CURRICULUM	MANUFACTURING ■ INDUSTRIAL: Aerospace	Agriculture, Forestry & Fishing	Automotive & Mechanical Equipment	Bldg. Materials Mfrs. & Construction	Chemicals, Drugs, & Allied Products	Computers & Business Machines	Electrical & Elect. Mach. & Equip.	Food & Beverage Processing	Glass, Paper, Packaging & Allied Products	Metals & Metal Products	Petroleum & Allied Products (incl. Nat. Gas)	Scientific Instruments (incl. Medical)	Textiles	Tire & Rubber & Allied Products
Accounting	$2,106 7	$1,854 4	$1,984 11	$1,765 2	$2,061 16	$2,127 20 $2,500 $1,800	$2,022 22 $2,167 $1,875	$1,883 13	$1,980 9	$1,967 5	$1,958 95 $2,083 $1,875	$2,000 3	$1,958 1	$1,925 4
Banking & Finance	$1,964 13	$1,815 2	$1,982 8	$1,666 1	$2,081 7	$2,050 7	$2,043 21 $2,166 $1,917	$1,901 13	$2,053 6		$1,906 18	$2,039 4	$1,631 3	$1,458 1
Business Administration & Mgmt.	$1,878 13		$2,091 8	$1,637 4	$2,119 7	$1,968 15	$2,022 18	$1,904 26 $2,325 $1,625	$1,718 6	$1,880 4	$1,955 18	$1,898 8	$2,010 5	$1,705 2
Human Resources (incl. Labor/ Industrial Relations)	$1,900 1					$1,250 1	$1,933 1		$1,166 1	$1,417 1				
Institutional Management									$1,250 1					
Management Information Systems	$2,139 14	$1,250 1	$2,246 2		$2,287 3	$2,256 18	$1,939 12	$2,280 8		$1,541 1	$2,281 18	$2,304 4	$2,291 1	$1,950 1
Marketing & Distribution	$2,288 2	$2,011 4	$2,041 20 $2,375 $1,791	$1,806 9	$1,926 24 $2,167 $1,800	$1,800 21 $1,066 $1,500	$1,877 32 $2,041 $1,700	$1,827 25 $2,275 $1,500	$1,752 15	$1,542 2	$2,007 20 $2,100 $1,916	$2,006 10	$1,797 5	$2,333 1
Economics'	$2,013 3	$1,791 3	$1,583 1	$2,084 1	$2,025 2	$1,500 1		$2,083 1	$1,442 2		$1,997 3	$2,208 1		
Letters (incl. English, Lit., etc.)					$2,292 1	$1,167 1							$2,429 1	
Humanities - All Other			$ 750 1			$1,555 3								$1,000 1
Criminal Justice			$1,083 1											
History		$1,791 1												
Psychology			$2,083 1	$1,200 1	$1,250 1		$2,450 1	$2,250 1				$1,820 1		
Social Sciences - All Other			$2,520 5			$1,250 1	$2,042 2	$2,146 2				$2,167 3	$1,759 2	
Advertising					$1,867 1			$1,957 2	$1,500 1					
Communications					$1,954 2	$1,681 2	$1,750 1	$2,003 3	$1,458 2	$1,616 1		$1,930 3	$2,303 1	$1,900 1
Journalism			$1,833 1			$1,500 1		$1,853 3	$1,500 1			$1,917 2		
Technical Writing							$2,333 1	$2,569 3						

CURRICULUM	GOV'T ■ NON-PROFIT: Education	Health Services	Non-Profit Organizations	Federal Government	Local/State Government
Accounting	$ $1,557 9	$1,709 14	$1,840 2	$1,573 42 $1,625 $1,235	$1,676 37 $1,850 $1,500
Banking & Finance		$1,953 8	$1,525 1	$1,729 11	$1,682 4
Business Administration & Mgmt.	$1,699 10	$1,801 8	$1,571 3	$1,617 6	$1,525 3
Human Resources (incl. Labor/ Industrial Relations)		$1,544 3		$1,349 4	$1,541 1
Institutional Management		$1,742 4		$1,370 4	$1,400 1
Management Information Systems	$1,628 2	$1,625 2		$1,701 2	$1,739 4
Marketing & Distribution	$2,375 1	$1,921 12	$1,000 1	$1,465 6	
Economics'	$1,375 2		$2,000 1	$1,549 8	$1,763 1
Letters (incl. English, Lit., etc.)	$2,167 2	$1,625 3		$1,535 3	$1,533 1
Humanities - All Other	$1,558 3	$1,364 3	$1,322 5	$1,540 4	$1,338 4
Criminal Justice	$ 870 1			$1,716 3	$1,690 13
History					$1,583 1
Psychology	$1,266 3	$1,463 10	$1,322 6	$1,541 4	$1,699 8
Social Sciences - All Other	$1,503 3	$1,957 9	$1,314 7	$1,537 3	$1,596 26 $2,167 $1,300
Advertising		$2,050 1			
Communications	$1,153 5	$1,719 4	$1,600 1	$1,494 4	
Journalism	$1,127 2	$1,593 2			$1,300 1
Technical Writing	$1,667 1				